

This is DHR's process to compensation for emergency work relative to the hurricane refugee emergency:

1. Overtime compensation will be monetary.
2. Employees who are non-exempt from the FLSA overtime provisions will receive time and one half monetary compensation for hours worked in excess of 40 hours per work period.
3. Employees who are exempt from the FLSA overtime provisions will receive straight time monetary compensation for hours worked in excess of 40 hours per work period.
4. Division and Office Directors will be ineligible for additional compensation. We are also amenable to a maximum hourly rate for exempt staff overtime compensation.
5. These provisions will be applicable only for the period of the emergency.
6. We are exploring the possibility that monetary overtime compensation in connection with the emergency may be reimbursable by FEMA.
7. The State of Emergency Policy calls for time and a half for nonexempts and straight time up to 32.25 per hour for exempts below the level of division director. Division directors get no overtime payment.

*Note:* The Department of Homeland Security (DHS) announced today that it will not sanction employers for hiring victims of Hurricane Katrina who, at this time, are unable to provide documentation normally required under Section 274A of the Immigration and Nationality Act.

Please let me know if you need further information.